

Workforce Innovation and Opportunity Act (WIOA)

What Business Services Needs to Know

January 23, 2015



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Core Programs

- TITLE I: Adult, Dislocated Worker, and Youth programs (CDLE)
- TITLE II: Adult Education and Literacy programs (CDE)
 - Has not engaged with businesses
- TITLE III: Wagner-Peyser Employment Service (CDLE)
- TITLE IV: Rehabilitation Act programs (CDHS)
 - Has Business Services Representatives



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Common Themes

- Coordination and integration across core programs
- Utilization of sector partnerships and career pathways
- Stronger business engagement
- Enhanced focus on special populations



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What it Means

- Real Partnerships
 - Across Core Programs in CDLE, CDHS, CDE
 - Local/Regional, Sector Partnerships
- Employer Engagement
- Beyond Jobs – Career pathways with credentials and good wages
- Focus on those with Barriers to Employment



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- Working with Core Programs at the state level
- Working with optional one-stop system partners
- Committed to supporting Sector Partnerships and Career Pathways
 - Three team members focused on activities
- Connected to businesses through members and existing partnerships
 - Let us know how we can help



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Program Partnerships

- New Required One-Stop Partners:
 - Programs authorized under section 212 of the Second Chance Act of 2007 – aka **Reintegration**
 - Programs authorized under part A of title IV of the Social Security Act – aka **TANF**
- New Optional One-Stop Partners:
 - Programs carried out under section 112 of the **Rehabilitation Act** of 1973 (29 USC 732), and training programs provided by **public libraries**
 - Employment and training programs carried out by the **Small Business Administration**



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Unified State Plan

- Requires a four year, unified state plan across the core programs housed in CDLE, CDE, and CDHS
- Requires local areas designated in a planning region to submit a regional plan to the state
- Regional service strategies must be developed, including for business services



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Title I Key Changes

Performance Indicators

Spending Requirements

Partner Programs

Regionalism and Sector Partnerships



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Performance Indicators

- Common Performance Indicators across core programs
 - ✓ Unsubsidized Employment
 - ✓ Employment Retention
 - ✓ Median Wage
 - ✓ Postsecondary credential Attainment
 - ✓ Measurable Skills Gain
- Adds new measure for effectiveness in serving employers to be developed by July 1, 2016



COLORADO COMMUNITY
COLLEGE SYSTEM



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Discussion

- What process would you like to see for input from Colorado stakeholders on employer-related measurements?



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Spending Requirements

- Expanded training opportunities – Option to spend 10% of AD and DW formula funds on transitional employment and 20% on incumbent worker training
- Requires 20% of youth funds to be spent on work experiences, pre-apprenticeship programs, internships and job shadowing, and on-the-job training opportunities
- Registered Apprenticeships on the ETPL: potential funding stream supporting businesses



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Key Questions

- What do employers need to know about these changes?
- What do local areas need from businesses to implement these changes effectively?
- What questions arise?



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Partner Programs

- Vocational Rehabilitation
 - Works with business to recruit employers willing to hire workers with disabilities
- Community Re-entry Programs
 - New state program will have four navigators recruiting employers willing to hire workers with criminal records
- Adult Education
 - Work with very low-skilled populations and now accountable for employment outcomes
- Career pathways development cuts across all programs



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Key Questions

- What concerns does this information raise?
- How can the strong work of the Business Services Team be expanded into other programs?
- What must happen to ensure the strong work is not undone?
- Who should make connections with other programs?



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Regionalism

Requires local boards and chief elected officials to engage in a regional planning process resulting in –

- Regional service strategies, including cooperative service delivery agreements
- Development and implementation of sector initiatives
- Regional performance measures negotiation and reporting



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Key Questions

- How could regional strategies be implemented for business services?
- What role could this group play in supporting sector partnerships and career pathways?
- What must be in place for regional collaboration among business services representatives to work effectively?



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Your Questions



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Resources

- The U.S. Departments of Labor and Education have a number of WIOA resources and fact sheets available.
- Colorado is maintaining a site of state-specific materials.

- <http://www.colorado.gov/cwdc/wioa>

- U.S. Department of Labor, Employment and Training Administration:

- <http://www.doleta.gov/WIOA/>

- U.S. Department of Education, Rehabilitation Services Administration:

- <http://www2.ed.gov/about/offices/list/osers/rsa/wioa-reauthorization.html>

- U.S. Department of Education, Office of Career, Technical and Adult Education:

- <http://www2.ed.gov/about/offices/list/ovae/pi/AdultEd/wioa-reauthorization.html>



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